

# OCCUPATIONAL PROFILE

## Government & Public Administration

Baltimore County is highly specialized in federal employment, signifying a concentration of employment nearly two and one half times above the national average. Within the Greater Baltimore Region, Baltimore County serves as the headquarters for two federal agencies—Social Security Administration and Centers for Medicare & Medicaid Services (CMS). Coupled with state and local government as major employers and numerous businesses who are federal contractors, this cluster is a key economic driver for the County and Greater Baltimore Region.

The Government & Public Administration industry relies heavily upon occupations related to:



Governance, Regulation,  
Revenue & Taxation



Public Management &  
Administration



Support Services - Administrative,  
Management & Operations

**Government & Public Administration Support Service Occupations include:**

Office & Administrative Support

General Management

Operations

### GOVERNMENT & PUBLIC ADMINISTRATION CAREER CLUSTERS

This section provides examples of the entry-, middle-, and highly-skilled Government & Public Administration and related occupations in highest demand among federal, state and local agencies in Baltimore County. The data are categorized by "Government & Public Administration Career Clusters" – groups of occupations in the same field of work that require similar skills – which can be used to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in one of many career options.

### Government & Public Administration Occupations At-A-Glance

- Federal Agency employment in Baltimore County is highly divided between entry- and high-skilled jobs with **high-skilled occupations accounting for 48%** of all jobs and **entry-skilled occupations accounting for 43%**.
- Job losses since 2001 have been greatest in **middle-skilled (-9%)** and **entry-skilled (-5%)** occupations where technology can replace workers. Computer and Mathematical Occupations is the only occupational grouping that experienced job growth.

### Government & Public Administration

#### Governance, Regulation, Revenue & Taxation:

- Occupations in this cluster require extensive educational credentials (Associates, Bachelors, Post-Secondary Certificate) and years of work-related experience. Some occupations include:

Civil Construction & Building Inspectors

Compliance Officers, Except Agriculture, Construction,  
Health & Safety, & Transportation

Appraisers & Assessors of Real Estate

#### Public Management & Administration:

- Many entry- and middle-skilled occupations within the Government & Public Administration clusters have minimal educational requirements (HS Diploma/Equivalent, Some College/No Degree, Associates, Vocational Training), but require highly developed technical skills for the job. Advancement and earnings increases come with years of work-related experience and tenure. Some occupations include:

Claims Adjusters, Examiners & Investigators

Eligibility Interviewers, Government Programs

- Within the Public Management & Administration career clusters, entry- and middle-skilled career opportunities are available within agencies that provide protective services to the public. Some occupations include:

#### Law, Public Safety, Corrections & Security

Police & Sheriff's Patrol Officers  
First-Line Supervisors of Police & Detectives  
First-Line Supervisors of Protective Service Workers, All Other

#### Emergency & Fire Management Services

Emergency Medical Technicians & Paramedics  
First-Line Supervisors of Fire Fighting & Prevention Workers  
Police, Fire & Ambulance Dispatchers

### Support Service Occupations: Administrative, General Management & Operations

The core occupational groupings critical to this cluster (based on percent of total employment) include:

#### Entry - Middle-Skilled

Office and Administrative  
Support Occupations (10%)

#### Middle - High-Skilled

Business and Financial Operations occupations (28%)  
Healthcare Practitioners and Technical Occupations (9%)

Computer and Mathematical Occupations (9%)  
Management Occupations (9%)

*This cluster encompasses occupations across all of Baltimore County's priority industries. For a complete list of any of the in-demand occupations within these clusters, reference the Profile specific to the industry or occupation of interest.*



# SPOTLIGHT JOBS

## Government & Public Administration

The business of government is becoming more technologically driven and as a result, job losses have been greatest in entry- and middle-skilled occupations where technology can replace workers. This trend is expected to continue through 2024, especially in office and administrative support occupations. This indicates the need for career services to upgrade the computer, professional and technological skills of the incumbent and entering workforce to meet the changing demands of public sector employers.

Here are a few middle-skilled occupations that...

## KEEP OUR GOVERNMENT SERVING THE PUBLIC!

### HIGH-DEMAND MIDDLE-SKILLED OCCUPATIONS

#### Governance, Regulation, Revenue & Taxation

##### Education & Skills:

Upon Entry: Associates / Post-Secondary Certificate / Bachelors

Advancement: Educational credentials, recognized expertise from vocational training, years of work-related experience, tenure

**Compliance Officers, Except Agriculture, Construction, Health & Safety, & Transportation (13-1041)**  
2016 Est. Emp.: 790 / Mean Wage: \$30.81

**Construction & Building Inspectors (47-4011)**  
2016 Est. Emp.: 440 / Mean Wage: \$26.05

**Appraisers and Assessors of Real Estate (13-2021)**  
2016 Est. Emp.: 240 / Mean Wage: \$26.47

**Occupational Health & Safety Specialists (29-9011)**  
2016 Est. Emp.: 170 / Mean Wage: \$36.14

#### Public Management & Administration

##### Education & Skills:

Upon Entry: HS Diploma or Equivalent / Some College, No Degree / Associates / Vocational Training / Advanced Technical Skills

Advancement: Recognized expertise from vocational training, short-, moderate-or long- term OJT and years of work experience, tenure

##### Public Management & Administration

**Claims Adjusters, Examiners & Investigators (13-1031)**  
2016 Est. Emp.: 2,940 / Mean Wage: \$35.32

**Eligibility Interviewers, Government Programs (43-4061)**  
2016 Est. Emp.: 230 / Mean Wage: \$24.56

##### Law, Public Safety, Corrections & Security

**Police and Sheriff's Patrol Officers (33-3051)**  
2016 Est. Emp.: 1,900 / Mean Wage: \$34.11

**First-Line Supervisors of Police and Detectives (33-1012)**  
2016 Est. Emp.: 550 / Mean Wage: \$40.27

**First-Line Supervisors of Protective Service Workers, All Other (33-1099)**  
2016 Est. Emp.: 400 / Mean Wage: \$21.77

##### Emergency & Fire Management Services

**Emergency Medical Technicians and Paramedics (29-2041)**  
2016 Est. Emp.: 1,170 / Mean Wage: \$17.65

**First-Line Supervisors of Fire Fighting & Prevention Workers (33-1021)**  
2016 Est. Emp.: 250 / Mean Wage: \$45.93

**Police, Fire, and Ambulance Dispatchers (43-5031)**  
2016 Est. Emp.: 200 / Mean Wage: \$21.89

#### Support Service Occupations (SSO's) – Administrative, General Management & Operations

The Government & Public Administration industry relies on key SSO's related to: **Office, Administrative & Clerical Support; General Management; and, Operations.** Office and administrative support occupations account for **11% of employment**, creating entry-points to many public sector career opportunities within local, state and federal government agencies, depending upon one's interests, skills and abilities.

##### Administrative & Clerical

**Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)**  
2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

**Executive Secretaries & Executive Administrative Assistants (43-6011)**  
2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

**Customer Service Representatives (43-4051)**  
2016 Est. Emp.: 8,350 / Mean Wage: \$17.63

**Bill & Account Collectors (43-3011)**  
2016 Est. Emp.: 1,010 / Mean Wage: \$19.57

**Bookkeeping, Accounting & Auditing Clerks (43-3031)**  
2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

**Office & Administrative Support Workers, All Other (43-9199)**  
2016 Est. Emp.: 520 / Mean Wage: \$19.23

**Billing and Posting Clerks (43-3021)**  
2016 Est. Emp.: 1,500 / Mean Wage: \$19.18

**Information & Record Clerks, All Other (43-4199)**  
2016 Est. Emp.: 380 / Mean Wage: \$23.63

##### General Management & Operations

**General & Operations Managers (11-1021)**  
2016 Est. Emp.: 7,260 / Mean Wage: \$31.21

**Computer Occupations, All Other (15-1199)**  
2016 Est. Emp.: 3,990 / Mean Wage: \$49.80

**Business Operations Specialists, All Other (15-1199)**  
2016 Est. Emp.: 1,780 / Mean Wage: \$40.69



# IN-DEMAND OCCUPATIONS

## Government & Public Administration

Occupations in the Government & Public Administration Career Clusters have varying requirements for minimum education/skill levels, and are almost equally split between high-skilled and entry-skilled occupations. Career progression may require short-, moderate- or long-term on-the-job training (OJT), years of work experience, and professional and technical credentials.

### Governance, Regulation, Revenue & Taxation

**Compliance Officers, Except Agriculture, Construction, Health & Safety, & Transportation (13-1041)**  
2016 Est. Emp.: 790 / Mean Wage: \$30.81

**Construction and Building Inspectors (47-4011)**  
2016 Est. Emp.: 440 / Mean Wage: \$26.05

**Logisticians (13-1081)**  
2016 Est. Emp.: 300 / Mean Wage: \$38.46

**Appraisers and Assessors of Real Estate (13-2021)**  
2016 Est. Emp.: 240 / Mean Wage: \$26.47

**Occupational Health and Safety Specialists (29-9011)**  
2016 Est. Emp.: 170 / Mean Wage: \$36.14

**Occupational Health and Safety Technicians (29-9012)**  
2016 Est. Emp.: 20 / Mean Wage: \$25.27

**Transportation Inspectors (53-6051)**  
2016 Est. Emp.: No BCO data / Mean Wage: \$26.19

### Public Management & Administration

#### Public Management

**Claims Adjusters, Examiners & Investigators (13-1031)**  
2016 Est. Emp.: 2,940 / Mean Wage: \$35.32

**Eligibility Interviewers, Government Programs (43-4061)**  
2016 Est. Emp.: 230 / Mean Wage: \$24.56

**Postmasters & Mail Superintendents (11-9131)**  
2016 Est. Emp.: 20 / Mean Wage: \$33.98

#### Law, Public Safety, Corrections & Security

**Police and Sheriff's Patrol Officers (33-3051)**  
2016 Est. Emp.: 1,900 / Mean Wage: \$34.11

**First-Line Supervisors of Police and Detectives (33-1012)**  
2016 Est. Emp.: 550 / Mean Wage: \$40.27

**First-Line Supervisors of Protective Service Workers, All Other (33-1099)**  
2016 Est. Emp.: 400 / Mean Wage: \$21.77

**Detectives and Criminal Investigators (33-3021)**  
2016 Est. Emp.: 50 / Mean Wage: \$44.68

#### Emergency & Fire Management Services

**Emergency Medical Technicians and Paramedics (29-2041)**  
2016 Est. Emp.: 1,170 / Mean Wage: \$17.65

**First-Line Supervisors of Fire Fighting & Prevention Workers (33-1021)**  
2016 Est. Emp.: 250 / Mean Wage: \$45.93

**Police, Fire, and Ambulance Dispatchers (43-5031)**  
2016 Est. Emp.: 200 / Mean Wage: \$21.89

### Support Service Occupations: Administrative Support

#### Administrative Support

**Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)**  
2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

**Customer Service Representatives (43-4051)**  
2016 Est. Emp.: 8,350 / Mean Wage: \$17.63

**Office Clerks, General (43-9061) \***  
2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

**Bookkeeping, Accounting & Auditing Clerks (43-3031)**  
2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

**Billing and Posting Clerks (43-3021)**  
2016 Est. Emp.: 1,500 / Mean Wage: \$19.18

**Paralegals & Legal Assistants (23-2011)**  
2016 Est. Emp.: 1,430 / Mean Wage: \$24.38

**Executive Secretaries & Executive Administrative Assistants (43-6011)**  
2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

**Bill & Account Collectors (43-3011)**  
2016 Est. Emp.: 1,010 / Mean Wage: \$19.57

**Order Clerks (43-4151)**  
2016 Est. Emp.: 880 / Mean Wage: \$17.93

**Office & Administrative Support Workers, All Other (43-9199)**  
2016 Est. Emp.: 520 / Mean Wage: \$19.23

**Title Examiners, Abstractors, and Searchers (23-2093)**  
2016 Est. Emp.: 500 / Mean Wage: \$19.40

**Information & Record Clerks, All Other (43-4199)**  
2016 Est. Emp.: 380 / Mean Wage: \$23.63

**Postal Service Mail Carriers (43-5052)**  
2016 Est. Emp.: 310 / Mean Wage: \$24.38

**Procurement Clerks (43-3061)**  
2016 Est. Emp.: 230 / Mean Wage: \$20.74

**Financial Clerks, All Other (43-3099)**  
2016 Est. Emp.: 100 / Mean Wage: \$23.03

**Postal Service Clerks (43-5051)**  
2016 Est. Emp.: 80 / Mean Wage: \$22.99

### Support Service Occupations: General Management & Operations

#### General Management

**General & Operations Managers (11-1021)**  
2016 Est. Emp.: 7,260 / Mean Wage: \$31.21

**First-Line Supervisors of Office & Administrative Support Workers (43-1011)**  
2016 Est. Emp.: 5,530 / Mean Wage: \$29.50

**Managers, All Other (11-9199)**  
2016 Est. Emp.: 1,300 / Mean Wage: \$54.47

#### Operations

**Computer Occupations, All Other (15-1199)**  
2016 Est. Emp.: 3,990 / Mean Wage: \$49.80

**Business Operations Specialists, All Other (15-1199)**  
2016 Est. Emp.: 1,780 / Mean Wage: \$40.69

**Purchasing Agents, Except Wholesale, Retail & Farm Products (13-1023)**  
2016 Est. Emp.: 910 / Mean Wage: \$32.33

**Electrical & Electronics Engineering Technicians (17-3023)**  
2016 Est. Emp.: 630 / Mean Wage: \$31.22

**Property, Real Estate & Community Association Managers (11-9141)**  
2016 Est. Emp.: 450 / Mean Wage: \$23.63

### Support Service Occupations: Administrative, General Management & Operations

Locally specific data is difficult to estimate for employment numbers for occupations related to Government & Public Administration at a federal, state and local level. This profile highlights the key entry- and middle-skilled support service occupations in highest demand among Baltimore County employers.

*Government & Public Administration Career Clusters* were derived from O\*NET Career Clusters and Standard Occupational Classifications (SOC). Employment data for Federal Agencies were derived from the Jobs of the Future Report. High-demand occupations with wages slightly below the locally determined minimum mean wage are denoted with an asterisk (\*).

